

## AGNES SCOTT COLLEGE

RS 280: RELIGIOUS AND MORAL VALUES IN BUSINESS AND THE  
PROFESSIONS  
FALL SEMESTER 2010

INSTRUCTOR: Dr. Dennis P. McCann,

CLASS MEETS: Monday and Wednesday, 4:00 – 5:15 PM, Buttrick 208

OFFICE: Buttrick 216

OFFICE HOURS: Monday and Wednesday, after class in the afternoon; Tuesday and  
Thursday, normally

between 2:00 and 3:30 PM; other times by appointment. A prior appointment is always  
the best way to insure that I will be there when you want to see me.

COMMUNICATIONS: VOICEMAIL: 404-471-6062 (office); EMAIL:

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### **Course Description:**

This course is an exploration of the ethical dimensions of business and professional practice, designed specifically for women who are either planning careers in business and the professions or seeking to understand the religious and ethical basis of society's increased expectations for moral leadership in business and the professions.

### **Learning Goals for the Course:**

In this course you will:

- (1) achieve greater breadth of knowledge of the ways in which moral values are routinely embedded in religious beliefs and practices, even in the areas of business and professional life,
- (2) acquire skill in identifying moral challenges typically encountered in business and professional life, skill in diagnosing the moral issues involved, and evaluating the relevance of various ethical principles and practices for addressing them,
- (3) develop a critical perspective on the contemporary world, particularly, by exploring the impact of globalization as a set of processes transforming the life chances of women working in business and the professions, and
- (4) enhance your skills in critical thinking and communication, by reading significant texts focused on religious and moral values in the struggles of working women, and sharing your insights as well as questions about the readings in classroom discussions, and group presentations.

### **Requirements:**

(1) Class attendance and participation:

- Since one of the general objectives of any ASC course is to enhance the student's communication skills, class discussions will be a crucial part of the evaluation process for the course as a whole. In order to facilitate communication throughout the course, each student must enroll in the online Blackboard for this course. Do so ASAP, in order to download some of the readings, etc.
- Each student will be assigned responsibilities for conducting at least one class discussion of readings assigned in the syllabus. The class discussions to be assigned are marked with an asterisk (\*) in the schedule below. On some of these days, two students may wish to collaborate in leading the class discussion. Both will receive full credit for their efforts.
- Each student will assess her own participation by completing a self-evaluation form at the time of the midterm, and again, at the end of the term. A copy of the midterm self-evaluation form is included at the end of this syllabus.
- Each student will submit a PORTFOLIO containing her class notes, and any other documents that she believes are relevant for assessing her performance in this course. Each student is expected to write a one page statement regarding her personal learning goals for this course, on the basis of the first day's class discussion. The portfolio must also contain a two page statement in which the student assesses her own success in achieving the learning goals which she has formulated for this course. A memo on portfolios will be circulated to all members of the class during the second week of the semester.
- Class participation will count as 20% of the final grade. Anyone found unprepared to participate in class discussion will be docked a full letter in her class participation grade. Three or more absences will count against the student's class participation grade. Eight or more absences will result in failure to pass the course. First year students and students on probation with two or more unexcused absences will be reported to the office of academic advising, as instructed in the Faculty Handbook, III.4.

(2) Exams:

- There are three exams scheduled for this course: a first exam (In Class March 3), second exam (Take Home due April 5), and a final exam (Exam Week). All students must take the first and second exams. Those students whose average grade for the first two exams is 85 or higher have the option of waiving the final exam. Students will be given a study guide one week before the date for each of these. The first (in class) exam format includes both true-false/multiple choice questions and essay questions; the second (take home) exam will be essay

questions only. Taken together, the average of the exams will count as 40% of the overall grade for the course.

(3) Assignments: Each student will complete each of the following projects:

Critical Book Review: Each student will select ONE of the recommended books for critical review, and will write up her reflections (a minimum of 10 pages typed and double spaced) on what the book has contributed to her understanding of business and professional ethics as a complement to or a substitute for the ethical perspective(s) featured in the required readings of this course.

Team Case Study: Each student will join a team that will prepare a case study for oral presentation and discussion to the class as a whole toward the end of the semester. Each group will work together and seek to form a consensus as to what specific managerial problem is posed in the case and how it is to be solved in a way that is both moral and business-like. MOODLE technology will be used to facilitate students working together in their case study teams. As part of the final product of the case study each group will post an outline of its case, and will present its recommendations and arguments on MOODLE for discussion by the class as a whole. The written outline to be posted on MOODLE must be done in Powerpoint and will consist minimally of at least 10 Powerpoint slides, to be developed by the group as a whole.

Each assignment will count as 20% of the final grade. The DEADLINE for completing the written assignments is APRIL 29, the second reading day, as indicated in the Faculty Handbook for ASC. Papers may NOT be faxed to me under any circumstances, again, as per ASC Faculty Handbook, III.5. Papers arriving by express mail or courier service AFTER THE DEADLINE will not be accepted.

### **Grading Procedure:**

You will be evaluated on the basis of your mastery of the content of the course and your progress in developing the communication and learning skills emphasized in this course. The assigned tasks will allow me to measure your progress as we go along. I intend to weigh them as follows: Class participation: 20%; Exams: 40%; Papers: 40%. Failure to complete any of the written assignments will result in a final grade of F. Incompletes (I) will not be granted under any circumstances without the permission of the Dean of the College, or his delegates, as listed in Faculty Handbook, III.6.

### **Grading Standards:**

You will receive a letter grade for the course as a whole, which is a translation of your numerical average for the four items evaluated. Numerically, A = 90 to 100; B = 80 to 89; C = 70 to 79; D = 60 to 69, E means conditional failure with the privilege of reexamination; F = failure; W = withdrawal from the course. Qualitatively, this grading scale means the following:

- A means "outstanding work," achievement at levels of insight and analysis that are truly exceptional.
- B means "good, above average," distinguished achievement beyond the ordinary.
- C means "average," the usual result with usual effort.
- D means "below average, or barely passable"; normally, a D indicates a serious deficiency that may require remedial work either with this instructor, or with one or another of the support services provided by the university.
- F, of course, means "failure."

Each of these grades is strictly a measure of achievement; in no way are they to be taken as a judgment on the student's personal character. Finally, I neither grade on a curve nor consciously practice grade inflation. The grade you get is a mirror of what you produce in this course. Nothing more and nothing less.

### **REQUIRED TEXTS:**

#### Good Intentions Aside: A Manager's Guide to Resolving Ethical Problems

by Laura L. Nash  
 Paperback - 259 pages Reprint edition (September 1993)  
 Harvard Business School Pr;  
 ISBN: 0875844294

#### Managing As If Faith Mattered: Christian Social Principles in the Modern Organization

by Helen J. Alford and Michael J. Naughton  
 Paperback: 336 pages  
 Publisher: University of Notre Dame Press (March 2001)  
 Language: English  
 ISBN-10: 0268034621  
 ISBN-13: 978-0268034627

#### The Force of Domesticity: Filipina Migrants and Globalization

by Rhacel Parrenas  
 Paperback: 213 pages  
 Publisher: NYU Press (August 10, 2008)  
 Language: English  
 ISBN-10: 0814767354

ISBN-13: 978-0814767351

### **BOOKS REQUIRED FOR GROUP PROJECTS:**

#### Women's Labor in the Global Economy: Speaking in Multiple Voices

by Sharon Harley  
 Paperback: 278 pages  
 Publisher: Rutgers University Press (June 5, 2007)  
 Language: English

ISBN-10: 0813540445  
ISBN-13: 978-0813540443

Swim With the Dolphins : How Women Can Succeed in Corporate America  
on Their Own Terms

by Barbara Steinberg Smalley, Connie Brown Glaser  
Paperback (March 1996)  
Warner Books; ISBN: 0446671843

Gender in the Workplace: A Case Study Approach  
by Jacqueline DeLaat

Paperback: 144 pages  
Publisher: Sage Publications, Inc; 2nd edition (January 18, 2007)  
Language: English  
ISBN-10: 1412928176  
ISBN-13: 978-1412928175

In a Different Voice : Psychological Theory  
and Women's Development

by Carol Gilligan  
Paperback - 184 pages Reissue edition (September 1993)  
Harvard Univ Pr; ISBN: 0674445449

The Travels of a T-Shirt in the Global Economy: An Economist Examines the Markets,  
Power, and Politics of World Trade

by Pietra Rivoli  
Paperback: 336 pages  
Publisher: Wiley; 2 edition (March 3, 2009)  
Language: English  
ISBN-10: 0470287160  
ISBN-13: 978-0470287163

Making Globalization Work

By Joseph E. Stiglitz  
Paperback: 400 pages  
Publisher: W.W. Norton & Co. (September 17, 2007)  
Language: English  
ISBN-10: 0393330281  
ISBN-13: 978-0393330281

Management Skills: A Jossey-Bass Reader (The Jossey-Bass Business and Management  
Reader Series)

by Jossey-Bass Publishers  
Paperback: 832 pages  
Publisher: Jossey-Bass; 1 edition (November 25, 2004)  
Language: English

ISBN-10: 0787973416  
ISBN-13: 978-0787973414

Money and the Meaning of Life

by Jacob Needleman,  
Paperback (October 1994)  
Currency/Doubleday;  
ISBN: 0385262426

Faith, Morals, and Money : What the World's Religions Tell Us  
About Money in the Marketplace

by Edward D. Zinbarg  
Hardcover - 192 pages (December 2001)  
Continuum Pub Group;  
ISBN: 0826413420

God's Heart Has No Borders: How Religious Activists Are Working for Immigrant  
Rights

by Pierrette Hondagneu-Sotelo  
Paperback: 272 pages  
Publisher: University of California Press; 1 edition (September 2, 2008)  
Language: English  
ISBN-10: 0520257251  
ISBN-13: 978-0520257252

Ethics and Business: An Introduction

by Kevin Gibson  
Paperback: 274 pages  
Publisher: Cambridge University Press; 1 edition (July 30, 2007)  
Language: English  
ISBN-10: 0521682452  
ISBN-13: 978-0521682459

**Or:** You may propose a Selection NOT on this list: Your Choice

**TENTATIVE Schedule of Discussions and Assignments:**

January 13: Getting Started: Syllabus, Introduction to MOODLE, and Case Study  
Discussion: Three Job Choices

January 18: Martin Luther King, Jr., National Holiday (NO CLASS)

January 20: What is Business and Professional Ethics? (GIA v-xv, 1-48)

January 25: What is Business and Professional Ethics? (GIA 81-116)

January 27: Case Study Method (MOODLE)

\*February 1: The Ambiguities of Self-Interest and the Problem of Moral Failure (GIA 51-79)

February 3: Case Study: (MOODLE)

\*February 8: Overcoming Obstacles to Best Ethical Practice I (GIA 119-161)

\*February 10: Case Study: (MOODLE)

\*February 15: Overcoming Obstacles to Best Ethical Practice II (GIA 163-212)

\*February 17: Case Study: (MOODLE)

\*February 22: Overcoming Obstacles to Best Ethical Practice III (GIA 213-249)

\*February 24: Case Study: (MOODLE)

March 1: CASE STUDY TEAMS: ORGANIZATION AND PREPARATION

March 3: First Exam (In Class)

March 6 - 14: SPRING BREAK

Part II: The Religious and/or Spiritual Dimension of Business and Professional Ethics

March 15: Managing AS IF Faith Mattered (MFM 1-96)

\*March 17: Managing AS IF Faith Mattered (MFM 99-151)

\*March 22: Managing AS IF Faith Mattered (MFM 152-204)

\*March 24: Managing AS IF Faith Mattered (MFM 207-245)

Part III: Combating Racism and Sexism in Business and the Professions

March 29: Globalization and the Glass Ceiling (MOODLE)

March 31: Case Study: Sexual Harassment (MOODLE)

April 5: The Force of Domesticity: (TFD TBA) (Second Exam (Take Home) Due)

\*April 7: The Force of Domesticity: (TFD TBA)

April 12: Team Presentations

April 14: Team Presentations

April 19: Team Presentations

April 21: SPARC DAY!!!

April 26: LAST DAY OF CLASS: Reflections on Learning Business and Professional Ethics

APRIL 28 - 29: READING DAYS (Individual Book Review/Research Paper, as well as ALL REMAINING WRITTEN ASSIGNMENTS ARE DUE ON APRIL 29)

APRIL 30 – MAY 5: FINAL EXAMS

MAY 7: BACCALAUREATE